Prince Albert & District Area Council Meeting Minutes – September 10, 2026

September 10, 2026 @ 5:15 pm – Virtual

Membership in Attendance:

Voting	Type of attendance	Name	Comp/Local
Y	EXEC - zoom	Dawn Montgrant	UNE 40195
Y	EXEC - zoom	Kelsey Dreaver	UHEW 40027
Y	EXEC - zoom	Marissa Buote	UNE 40195
N	MEMBER - zoom	Shaina Ledoux	CEIU 40803
Y	MEMBER - zoom	Dalton Cote	CEIU 40803
Y	MEMBER - zoom	Abukari Kwame	DCL ?

1. Call to Order - 5:17 pm by Dawn

2. Treaty Acknowledgement - Dawn

3. Statement of Harassment - ANTI-HARASSMENT POLICY

Identified Anti-Harassment Coordinator: Kelsey Drever

4. Adoption of Agenda – Motion to approve by Marissa, seconded by Kelsey, motion carried.

5. Review of Previous Minutes – February 9, 2026, April 9, 2026 and May 14, 2026 - BF'd to the next meeting as we noted the 2025 financial report and 2026 budget proposal was not attached to the minutes posted on the PSAC Prairies website.

6. Treasurer's Report/Financial Statement

Current balance is $2,147.46. Motion to approve by Marissa, seconded by Kelsey, motion carried.

- Deposit from REVP: $1,500.00 as council was deemed to be in good standing.

7. Lobby Training - Lobby training that was scheduled to take place on June 18, 2026 has been rescheduled to the next meeting. We will focus our lobby activity to be about the Denare Beach wildfires and we will add Collective Bargaining.

8. New Business

a) Delegate to National PSAC Convention - rescheduled so PSAC rep can conduct the election.

b) Resolutions - Notice of motion submitted by Shaina for resolutions to be submitted to the upcoming National PSAC Convention.

i) Advocacy for Fair Phoenix Overpayment Recovery Practices

Whereas members paid through the Phoenix pay system have experienced excessive and unannounced overpayment recoveries, including instances resulting in a zero-dollar paycheque; and

Whereas sudden recoveries without adequate notice or reasonable repayment terms cause undue financial hardship; and

Be it resolved that PSAC advocate specifically to the federal government and Treasury Board Secretariat for fair, transparent overpayment recovery practices; and

Be it further resolved that such advocacy include direct engagement with Treasury Board officials, meetings with Members of Parliament, or member-focused campaigns to address zero-dollar pay outcomes and require advance written notice of recovery amounts and timelines; and

Be it further resolved that PSAC report back to members on actions taken and progress achieved regarding these advocacy efforts.

ii) : Fair and Transparent Payroll Recovery Practices

Whereas accurate, timely, and predictable pay is a fundamental condition of employment; and

Whereas members have experienced excessive and unannounced payroll deductions due to arrears recovery, including instances resulting in a zero-dollar paycheque; and

Whereas such deductions are often implemented without advance notice or a reasonable repayment plan, causing undue financial hardship; and

Whereas employers can recover overpayments while still ensuring fairness, transparency, and dignity for employees;

Be it resolved that PSAC advocate for payroll recovery practices that prohibit full-pay clawbacks resulting in a zero-dollar paycheque; and

Be it further resolved that employers be required to provide advance written notice detailing the amount owed, the reason for recovery, and proposed terms; and

Be it further resolved that arrears recovery be subject to reasonable per-pay caps and include the option of a negotiated repayment plan to prevent undue hardship; and
Be it further resolved that PSAC pursue these protections through collective bargaining and employer advocacy.

iii) Advancing Religious Equity Through a Floating Statutory Holiday

Whereas PSAC is committed to equity, diversity, inclusion, and eliminating systemic discrimination; and

Whereas the current statutory holiday framework largely reflects Christian religious observances, while members of other faiths must use vacation, compensatory, or unpaid leave to observe significant religious holidays; and

Whereas this creates a systemic inequity and financial disadvantage for religious minority members; and

Whereas a floating statutory holiday would allow members to observe religious or cultural holidays without increasing total paid leave or operational costs;

Be it resolved that PSAC advocate with federal employers to establish one floating statutory holiday per calendar year that may be used in lieu of an existing statutory holiday; and

Be it further resolved that members may, by mutual agreement, work a designated statutory holiday and instead observe an alternate religious or cultural holiday without loss of pay or benefits; and

Be it further resolved that PSAC pursue this proposal through collective survey statistics.

9. Round Table

There's lots of PSAC Training available to members, please view the course offerings on the website: Education – PSAC Prairies.

Dawn provided a quick update on our activities that were in our budget proposal:

- Little Red Hens is no longer operating, we will have to find a new organization to support in this fiscal.
- Pride Parade – was held during the PSAC Prairie Regional Convention and we could not find volunteers to take this on as most of the council was at convention.
- Remembrance Day Wreath – we are on track to meet this commitment
- Santa Parade – we are on track to meet this commitment.

Mobilization Training – Each local was asked to send 2 members per local to the Mobilization Training that took place in Saskatoon on September 9. 2026. A WhatsApp group was created for the Prince Albert Strike Planning Committee. This group is for our members outside of USJE (USJE has their own group) and encompasses members from UHEW/UNE/CEIU located in PA, Melfort, North Battleford, La Ronge, Meadow Lake and all rural areas in our geographical region. Our first order of business is to determine where we'd like to strike - options are South Hill Mall, Sturgeon Lake Complex, another location or join the USJE group. Each local is asked to add 2-3 members to the WhatsApp group.

Update from PRC – We had our first virtual meeting via zoom, lots of energy from the newly elected group. We discussed simplifying our financial review process – please share ideas. First in-person meeting is in October.

September 23 (1st date of the Treasury Board Mediation for the PA table) – all locals are encouraged to your workplace proposal to Jacqueline on how your local plans to highlight September 23 in your workplace(s).

12. Schedule Next Meeting – October 15, 2026 from 5-6:30 pm (Hybrid).

13. Adjournment – Motion to adjourn at 4:47 by Marissa.